



Toucan Diversity Training Catalogue



Hello and welcome....

We would like to introduce you to our Training Catalogue which includes a variety of Equality and Diversity training opportunities. We are unique as our training is delivered by people who have firsthand experience of the issues they discuss.

All organisations need to be prepared for a diverse workforce. Our training will give them a better understanding of inclusive practice when dealing with their service users.

All our tutors are accredited. Our training is an eye-opening experience and face to face training will remain at the centre of our work. We are working towards online training with webinar support in the near future.

Bespoke training is available.

A handwritten signature in blue ink that reads "Anne-Marie Asgari". The signature is written in a cursive, flowing style.

Anne-Marie Asgari
Chair of Toucan Diversity

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Social Mission

Toucan Diversity Training Ltd is an award winning not-for-profit organisation. We provide equality training in order to promote social inclusion for the most disadvantaged groups of our society.

Values

We seek to be an open, transparent, inclusive non-profit organisation, promoting diversity and equality.

We believe that training should be carried out by people who have first-hand experience of the day-to-day difficulties encountered as a disadvantaged member of our society.

We also firmly believe that individuals should be treated equally regardless of disability, gender, ethnic origin, religion or sexual orientation

How Toucan Diversity is organised...

Toucan Diversity was set up in November 2013 as a social enterprise and is a company limited by guarantee with no shareholders. The non-executive board of directors/trustees have overall responsibility for the strategic direction of the social enterprise and its financial overview. The board meets twice a term and is busy setting up a solid infrastructure, in order to sustain the organisation. The day-to-day running of the organisation is led by the Operations Manager.

Our Aims...

Toucan's objective is to educate and increase awareness of the issues which affect people with disabilities and other minority groups. This will be done by providing:

- Talks and training events from the viewpoint of people with disabilities and of other minority groups depending on training requirements.
- Brief overview on the Equality Act 2010.
- Open discussions, presentations, group work, practical advice.
- Online seminars in the near future.
- Job opportunities for people with disabilities and other minority groups.



Disability Equality Training

Madissa Asgari, MA, BA (Hons)
Principal Trainer

Madissa Asgari was born in London in 1986 to a German mother and a Persian father. This multilingual, multi-cultural upbringing, together with her own physical condition (Spina Bifida), helped to make her aware of the range of existing cultural and religious attitudes towards disability.

Duration: 3 hours *or 1 Hour (shortened version)*

Group Size: 25 maximum

Disability Equality training in the UK first started over 30 years ago as a way of tackling and challenging stereotypical attitudes towards disability.

Disability Equality training gives participants from various establishments the chance to see disability as a human rights issue. It is based on the ideas of the 'Social Model.' This means that the training explores the various barriers that people with disabilities face and encourages participants to think about what can be done to remove these barriers. This is carried out through various methods, for example, group work, activities and discussions.

Training objectives:

- Understand where attitudes come from and how they have changed over time
- Highlight the importance and value of the 'Social Model'
- Gain a brief overview of the Equality Act and learn what is expected of service providers in the UK
- Be aware of respectful language and etiquette
- Create a more inclusive environment for staff, clients, volunteers, pupils etc

Training Methods

- PowerPoint presentation
- Group Activities
- Quizzes
- Video 'Talk'
- Discussions

Autism Awareness Training

...We have three freelance trainers with autism who each offer their own perspective.



Emily Dewey BA (Hons)

Emily was born in Hampshire in 1991 and was diagnosed with Semantic--Pragmatic Disorder in 1995. This means the slower processing of language compared to the average person and is linked to the

Autism Spectrum. She went to Bushy Leaze, a special needs nursery in Alton, Hampshire and The Meadows School in Bordon, Hampshire, which is also a special needs school.

These provided specialist provision and support, particularly focusing on developing her speech and communication. The help Emily received at both facilities was highly successful, as she continued her education in mainstream school from 1997.

Emily studied for a BA Jt. Hons Philosophy and Theology at the University of Nottingham, graduating in 2013 with a 2:1. Since then, she has been working full time in both customer services and administration.

Duration: 1 hour

Group size: maximum 25

This course will aim to inform participants of what Autism is, its various forms and how to treat people with the condition appropriately. With this in mind, attendees will be given clear advice on how to help a person with Autism feel more comfortable within various situations. All this will be done through highlighting examples from the trainer's own life experiences living with the condition. Furthermore, to give various perspectives on the condition, the course will also look at how the condition affects others: particularly family members.

Training objectives:

- To discuss own experiences of living with autism
- To discuss the experiences of Autism from a parent's and sibling's perspective
- To identify the various traits linked to Autism and how they affect a person's life
- To identify effective ways of dealing with Autism

Training Methods

- Powerpoint presentation
- Video work
- Discussions



Tom Silver BA (Hons)

Tom Silver was born in Richmond Upon Thames, London in 1990.

In April 1994, he was diagnosed with Semantic-Pragmatic Disorder, a hidden disability, which involves

slower processing of language compared to the average person, which is linked to the Autism Spectrum.

Challenging Expectations: Strategies for Autism Inclusion

Tom's drive is to improve the life chances for people with Autism spectrum conditions and believes that a clear understanding of the impact of a young person's hidden disability can improve their life socially, academically and practically. The training he provides identifies strategies for helping parents, professionals and employers and shows young people how to help themselves with practical solutions to manage their disabilities, preparing them for adulthood.

Tom's presentation highlights practical strategies to support inclusion.

Duration: 1 hour

Group size: maximum 25

Training objectives:

Understanding sensory integration is about:

- Understanding needs, impacts on behaviour and how to increase availability for learning speech and language;
- Understanding issues and strategies to support behaviour and inclusion;
- Guidance for the child at school, leisure and home.

Training Methods

- Powerpoint presentation
- Sensory exercises
- Real life scenarios
- Practical advice



Luke Syddall

Climbing a mountain

Facing & overcoming obstacles with Asperger Syndrome

Luke was diagnosed with Asperger Syndrome at 8 years old. There are many things he has accomplished – such as getting a driver's licence, working at a summer camp in America, as well as travelling around America. He has worked part-time as a tennis coach and has also held paid administration jobs.

He works with children on the Autism Spectrum and is a member of 'Hampshire Autism Voice' and the 'Hampshire Autism Partnership Board'. Luke has done many presentations in the Hampshire area and is now working towards becoming accredited as a trainer.

Duration: 1 hour

Group size: maximum 25

Luke's presentations can help you...

Training objectives: *for people with Asperger & Families*

- Get a better understanding of Asperger Syndrome
- Build on strengths and realise potential
- Manage anxiety and reduce stress
- See that there is a light at the end of the tunnel

Training objectives: *for professionals*

- Understand what Asperger Syndrome is all about
- Empathise with someone's condition as oppose to seeing it as a problem
- Learn different ways on how to communicate with a person on the Autism spectrum

Luke's friendly, humorous approach and sympathetic manner creates an engaging atmosphere,



Equality and Diversity
Suneel Chadha MA, BA

Suneel runs his own Training and Management Consultancy business working with statutory and voluntary agencies to develop organisations and their staff. His main focus has been to develop high standards in services, diverse and discrimination free recruitment and human resources practices, team working and organisational development. His interests include promoting anti-discriminatory practices and addressing inequalities in organisations.

Suneel was a part-time lecturer for Birkbeck College, University of London for over ten years. He has taught courses on research, social policy, sociology, race and ethnicity. He has supervised dissertations for social work degree courses and taught on social work courses. He has also been an internal examiner on a variety of courses, including Certificate in Management Studies courses.

Duration: 3 hours

Group Size: 25 maximum

Training objectives:

- Understand the meanings and expectations of Equality and Diversity policies and strategies.
- Be aware of both explicit and subtle forms of discrimination and their effects on individuals and organisations,
- Have a fuller understanding of the sensitivity and awareness required to deliver an effective service to diverse communities,
- Have further understanding of the sensitivity and awareness required to promote good managerial and working relationships between staff,
- Have an updated knowledge of the key legal requirements and allowances under the Equalities Act 2010,
- Know how to develop local anti-discriminatory working practices. These could include focusing on: challenging discrimination skills, applying frameworks and check lists, developing procedures which support and encourage equalities in both the workplace and in service delivery.

Developing an Equality & Diversity Policy

Duration: 3 hours

Group size: maximum 25

It is a legal requirement, as well as good business practice, to treat employees and service users fairly and respectfully.

The Equality Act 2010 requires all establishments and service providers to regularly review, as well as implement, policies in order to demonstrate that they are actively working towards preventing discrimination.

This session looks at the following objectives:

- Reviewing your current policy – or writing a new one if you don't already have one.
- Setting an action plan
- Monitoring progress
- Framework for gathering data
- Understanding the data
- What to do with the information

Training Methods

A number of participative training approaches would be used including: case studies, quizzes, experiential exercises, tasks in pairs, discussion.



Mental Health Awareness

Eva Wilson BA

Eva was born in Ghent, in the Dutch speaking side of Belgium. She went through her school career having the impression that she had to work a lot harder than her peers. Despite having consulted several therapists to help her out occasionally, she wasn't diagnosed with anxiety until she came to England.

She has a BA in social cultural work. Her degree focuses on community development, coaching and training. She also has a Masters Diploma in European Studies from the University of Portsmouth. Eva has volunteered for Solent Mind and the Fareham Wellbeing Centre and is currently working as a play worker.

Duration: 1 hour

Group size: maximum 25

This presentation on mental health awareness centres mainly around anxiety and depression. It will focus on facts, experiences and the importance of empathy.

Training objectives:

- Know how mental health gets defined
- Have a better understanding of what mental health means for different people
- Be able to better help and support those around you with mental health issues
- Be aware of strategies you can implement to improve your own mental health
- Increase empathy and understanding towards people in general

Training methods:

- Power point presentations
- Case studies
- Questionnaires
- Discussions



Visual Impairment Awareness

David Shervill

Do you know how to communicate with, and assist someone with a visual impairment?

This course aims to inform participants of some of the various forms of visual impairment, from the trainer's own life experiences of having these conditions. Ultimately the aim of this course is to demonstrate how with the right approach and equipment, in the right space, with the right support, someone with a visual impairment can participate and achieve just as well as someone without. Most importantly, it is about breaking down the barriers and stigma surrounding disability, and to provide an equal opportunity.

Duration: 1 hour

Group size: maximum 25

Training objectives:

- To emphasize the statistics surrounding visual impairment.
- To discuss own visual impairments, and how they affect everyday life.
- To identify various traits linked to visual impairments.
- To demonstrate effective ways of accommodating and supporting people with visual impairments.

Training methods:

- Discussion
- Demonstration
- PowerPoint/slide presentation
- Group Activities
- Question and Answer session

Overall outcomes:

- Participants will have a better understanding of specific visual impairments.
- Participants will acquire skills to enable them to support people with a visual impairment.



LGBT with a Focus on Transgender

Katie Yeomanns

Katie, who is now transgender, was born in Birmingham in 1952. She attended secondary modern school and left with several O-levels. She was a self-employed decorator for many years. For approximately 20 years, she worked at the Crown Courts in London and Portsmouth as a logger, tape recording and keeping a written log of proceedings.

In 2014, Katie went to see her GP about transitioning and was then referred to a Gender Identity clinic for assessments. Since transitioning, Katie has been at the forefront of Transgender Awareness and has had articles in: The Daily Mail, Portsmouth News, G-scene Magazine, Latest Magazine. She also appeared for talks on BBC Radio Solent, BBC Radio Sussex, More Radio(Sussex) and has also featured on That's Solent TV, Latest TV and many many more! She is extremely proactive in the community.

Duration: 1 hour

Group size: maximum 25

Training objectives:

- To study the history of LGBT and the current legislation that has been introduced.
- To combat discrimination.
- To learn correct etiquette & language.
- Personal perspective of transitioning
- "Real life" scenarios

Overall outcomes:

- be confident in communicating with LGBT people.
- be aware of how a person may wish to be addressed and treated.
- make practical changes to ensure that they develop a more inclusive way of working, in line with current legislation.

Contact details.....

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Because Equality Matters

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